

2024 International IPS Learning Community Annual Meeting

Breakout Group: LGBT+ Experiences in the Workplace and the IPS Model

Facilitators: Charlie Ford and Edmund Garcia

Tips:

- Create safe environments. Treat people with respect and love.
- “Come as you are” mentality.
- Create more inclusive paperwork—let individuals identify their genders and choose their pronouns.
- Be careful about using the word “queer” if you are not in the community. It’s a word that is currently being reclaimed.
- Think carefully when talking about clothing with job seekers. (Example of a binary person feeling delighted/lit up with their first suit coat.) If a male wants to wear a skirt to a job interview, that is okay, but let’s talk about a skirt that looks professional.
- Sometimes we want to fix things and make them just, but that takes time. It makes a difference to listen—to be there. Whatever the government or laws say about equity and inclusion, how you act and speak makes a difference.
- Ask, “Is there a better way for me to be an ally to you?”
- Acronyms change as they pick up connotations that are not preferable.
- Not everyone wants to be a voice for their community, “It’s not my job to fix you.”
- Add pronouns to name tags.
- Accept people where they are and help them find jobs in safe places.
- Keep changing names on forms as people’s names change. On forms, ask for their legal name and preferred name.
- A gender nonconforming man liked wearing wigs and painting his nails. The IPS specialist said not to do that for interviews, but we explained that people feel uncomfortable in interviews. You want to feel like you, like your best you, in that situation. So the person should wear their preferred clothing. But help the person look professional—neat.
- Some people have experienced a loss of a job offer after background checks when their old name came up.